

COMMANDERS DIGEST

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DOPMA

How Will
It Affect
Defense
Officer
Personnel?



The purpose of the Defense Officer Personnel Management Act (DOPMA) is to revise the laws which govern the management of commissioned officers serving on active duty in the Army, Navy, Air Force, and Marine Corps below the grade of brigadier general or rear admiral. The Act would:

- Establish new statutory limitations on the number of officers who may serve in senior grades below flag rank;
- Provide a common law for the appointment of Regular officers and for the active-duty service of Reserve officers;
- Provide uniform laws for promotion procedures for officers in the separate Services;
- Establish common provisions governing career expectation in the various grades, and
- Establish common mandatory separation and retirement points.

The current laws governing the appointment, promotion, retirement, and separation of commissioned

officer personnel management system, and

- Identify actions necessary to implement these recommendations.

The membership of the study group included the Assistant Secretaries (Manpower and Reserve Affairs) for the Military Departments, the Deputy Chiefs of Staff for Personnel, and appropriate representation from the offices of the Joint Chiefs of Staff and the Secretary of Defense.

The findings and conclusions of this study group formed the basis for the Secretary of Defense's report to Congress, the "Officer Grade Limitation Report," as well as this DOPMA proposal. The primary objectives of the officer personnel management system which have been formulated are not markedly different from those of the "Officer Personnel Act of 1947" and the "Officer Grade Limitation Act of 1954." Specifically, the system objectives are:

DOPMA

officers and the numbers permitted in each grade are distinctively separate for officers of each military department and contain many unwarranted differences both in substance and effect. These differences have resulted from the respective historic origins of the statutes and generally do not reflect differences in actual management needs existing today. DOPMA would provide common statutes to eliminate undesired deviations and encourage a more uniform interpretation and application of these laws. With respect to those existing statutes which include provisions governing officers serving in the grade of brigadier general or rear admiral and above, with the exception of creating a one-star grade of commodore admiral in the Navy, only those technical amendments needed to continue the present operation of the law for these officers have been proposed.

In recognition of the existing need to review the officer promotion system, the Secretary of Defense on Aug. 9, 1972, directed that a Department of Defense study group be convened to:

• To allow the Services to meet requirements for officers in the various grades at ages conducive to effective performance;

• To provide career opportunity that will attract and retain the number of high caliber officers needed, and

• To provide career opportunity which is reasonably consistent among the four Services.

In summary, DOPMA would establish a visible and consistent officer personnel management system for commissioned officers serving on active duty. It would provide the flexibility to be responsive to changing officer requirements at various strength levels which result from increases or decreases in basic force structure while at the same time striking the delicate balance between management objectives and equitable individual career expectations.

The following discussion covers the major provisions of DOPMA.

Revised Permanent Grade Authorizations

Based on recognition of the size of the active duty officer force which has been required to meet national security needs since 1947, revised statutory grade limitations for officers on active duty in grades O-4, O-5, and O-6 have been developed which will replace both the permanent regular limits of the Officer Personnel Act of 1947 and the temporary promotion grade ceilings of the Officer Grade Limitation Act of 1954 (OGLA).

The limitations will permit adequate manning of Defense senior officer requirements over a range of officer strengths while at the same time providing reasonable and consistent career opportunity within and

between the officer corps of each Service. To accomplish this dual purpose the tables have retained the sliding-scale principle in OGLA, which provides that the percentage of field-grade officers does not increase or decrease as rapidly as changes in the total strength of the officer corps as a whole.

Most importantly, it should be recognized that the grade tables do not commit the Congress to any level of officer strength. Once the Congress determines the appropriate force level during the annual authorization process, then these tables will determine the maximum grade distribution at that force level. Therefore, the tables should be considered as an umbrella or permanent upper grade limit. They are not intended just to meet current force structure requirements but are designed to be a flexible management tool which allows long-range

... TO IMPROVE OFFICER PERSONNEL MANAGEMENT

management of the officer corps and control of the senior grades.

A significant change reflected in these new grade limitations is that Reserve officers ordered to active duty in time of war or a National emergency declared after Jan. 1, 1977, will not be included in the grade limitations until six months after the end of the war or period of National emergency which gave rise to their mobilization. This will avoid the problems associated with attempting to integrate Reserves into a grade table not designed to accommodate them and will greatly ease and facilitate their lateral transition to and from active duty.

Finally, the grade limitations represent a particularly significant change for the Navy. Currently, Navy restricted line and staff corps officers are not subject to direct grade limitations but are controlled indirectly by their relationship to officers of the unrestricted line. This proposal will place restricted line and staff corps officers (with the exception of physicians and dentists) under grade control.



DEFENSE NEWS BRIEFS

Unionization Directive

Commanders and supervisors are prohibited from negotiating or engaging in collective bargaining with any person or organization about the terms or conditions of military service under the policy set forth in a new directive, effective immediately, from the Secretary of Defense.

DoD Directive 1364.1, Oct. 6, 1977, "Relationships with Organizations Which Seek to Represent Members of the Armed Forces in Negotiations or Collective Bargaining," also prohibits Armed Forces members from engaging in strikes, slowdowns, work stoppages, or other actions by two or more persons which are intended to and do obstruct or interfere with the performance of military assignments.

The new directive also proscribed union recruitment efforts of the nature of a public

forum—demonstrations, meetings, marches, speechmaking, protests, picketing and leafletting.

While the directive was effective on its Oct. 6 date of issue, the Secretaries of the Military Departments have 30 days from that date to issue implementing instructions.

Travel Rate Now 17 Cents

The local travel mileage rate for military members has been increased from 16.5 cents to 17 cents, the DoD Per Diem Committee announced.

The new rate has been in effect for travel on or after Sept. 18, 1977, the same day that the increase was effective for federal civilian employees.

At the same time, the committee increased per diem rates as of Sept. 19, 1977 for certain locations in Iran, Kuwait, Ireland, Italy, Nicaragua, and the United Kingdom.

Women Navigator Assignments

The Department of the Air Force has announced that the first Air Force women navigators to graduate Oct. 12, 1977 will be assigned to KC-135 aerial tanker, WC-130 and WC-136 weather reconnaissance and C-141 cargo aircraft.

The graduates, their aircraft and base assignments are:

- Capt. Elizabeth A. Koch, 27, KC-136, March AFB, Calif.
- Capt. Bettye A. Payne, 26, of Jacksonville, Fla., C-141, Travis AFB, Calif;
- First Lieutenant Mary K. Higgins, 24, KC-136, Plattsburgh AFB, NY.
- First Lieutenant Ramona L.S. Roybal, 26, of Citrus Heights, Calif., WC-136, McClellan AFB, Calif., and
- Second Lieutenant Florence E. Fowler, WC-130, Keesler AFB, Miss.

Training for the women navigators began in March at Mather AFB, Calif.

State Tax Update

Withholding of State taxes from military pay of residents of Maine, Minnesota, and Oregon is scheduled to begin Nov. 1.

Maine and Minnesota revised their State tax laws which had exempted military pay from withholding. Oregon has accepted the new agreement for withholding with the Treasury Department.

Sparrows To Korea

The Department of Defense has notified Congress of its intent to supply the Republic of Korea with \$66.9 million worth of the Navy's version of SPARROW air-to-air missiles (AIM AIM-7E-2/3).



Certain Categories

In keeping with the principle in present law, DOPMA excludes certain categories of officers serving on active duty from total strength accountability and from the ceilings on the number of commissioned officers on active duty in each of the controlled grades (O-4 through O-6). DOPMA, however, consolidates common language in two sections of law applying to all Services and provides for uniformity in exclusions. Officers who are neither accounted for nor paid from the Military Personnel Appropriation are excluded from total strength accountability. Officers who are out of the normal active duty promotion career path are excluded in computing and determining strengths in the controlled grades (O-4 through O-6).

Exclusions from grade table accountability in current law total 13 per cent of the total active duty commissioned officer strength, while under DOPMA exclusions are reduced to seven per cent.

Improved Management and Equity for Reserve Officers

Within the total Defense force two components must be maintained to meet military requirements. These two components, the active duty component and the non-active duty Reserve component, require compatible but different management systems that will provide for ease of lateral movement between the components during peacetime and wartime. DOPMA provides a balance between Defense objectives and greater individual equity for Reserve officers. With respect to the active duty component, a single active-duty list is established in each Service encompassing all officers on active duty (both Regular and Reserve) which will be used for determining eligibility for promotion consideration by active duty selection boards. Reserve officers on the active-duty list are excluded from consideration by Reserve selection boards, eliminating the present duplicate administration of Reserve officers who are considered by active duty and by non-active duty selection boards. For the Reserve component, provision is made for Reserve officers who have been ordered to active duty during mobilization or other emergency situations to continue to be considered only by Reserve selection boards if the member becomes eligible for promotion during the mobilization period. This arrangement provides real equity for the mobilized Reserve officer and is much more equitable than the alternative of placing him temporarily on the active-duty list where he would be at a distinct disadvantage in competing with career active duty officers for promotion.

Experience indicates that most officer management problems have occurred as a result of integrating a large

number of mobilized members of the Reserve components into the active duty officer management system and then releasing them from active duty after a relatively short period of time.

The existing Reserve system is sufficiently compatible with the DOPMA system to permit parallel operation during war or emergency conditions, thus preserving the integrity of both systems and avoiding disruptions in either component during mobilization and demobilization. Following the enactment of the proposed legislation, the Department intends to submit companion legislation to modernize the Reserve officer personnel statutes to complete technical alignment of the personnel management systems of the two components.

An All-Regular Career Force After 11 Years

DOPMA provides for an all-Regular career force by the end of 11 years of commissioned service. Officers who begin their active commissioned service as Reserve officers can look forward to a full career only by integrating into the Regular force and accepting status as a Regular officer. This will end the contradiction of Reserve officers serving in career active-duty status and will prevent the inequities and uncertainties which the current system imposes on those officers during force reductions. Congress has continually expressed much concern over this issue.

By establishing an all-Regular force after 11 years, a visible career gate will exist that will motivate officers to commit themselves early to an active duty career while at the same time requiring Service managers to develop and evaluate the potential of junior officers and make commitments to those individuals needed by the Service in the career force. Further, greater individual equity will be achieved if all officers not selected for the career active duty force (except those Reserves involved in organizing, training, and administering the Reserve components) are released from active duty (with adequate compensation) not later than the completion of 11 years of commissioned service.

Up-or-Out System

During a review of DOPMA before resubmission to the 95th Congress, the "up-or-out" system, which was adopted for all the Services in the Officer Personnel Act of 1947, was closely examined. The system was designed to vitalize the officer corps, replacing seniority with selectivity as the criteria for promotion. That is, selective promotion of the best officers and attrition of the others. The interrelationships between promotion and attrition were arranged to prevent the growth of a superannuated corps of senior officers who would block the advancement of promising younger officers by simply stagnating in grade until time for retirement.

The basis of the up-or-out philosophy rests on two principles. First, when an officer is passed over in the

selection process he is eliminated after a certain number of years depending on grade attained. Second, when an officer reaches the limit of his potential, after satisfactorily passing through the promotion system, he serves a reasonable period in his highest grade, then retires, thus ensuring that an adequate balance between experience and youth can be maintained. As mentioned previously, this principle evolved over time, has been more than adequately tested over the past 30 years, and has provided this Nation what it never had before in peacetime—a youthful, vigorous, fully combat-ready officer corps.

DoD is sensitive to the concerns which have been expressed over the cost of the up-or-out concept. The Department has examined the long-term impact on total system costs, including procurement, training, active pay and allowances, as well as separation and retirement costs. Defense's analyses indicate that this type of system does not cause excessive costs but on the contrary can be less costly than other reasonable alternatives. The relatively slight cost differentials between alternatives allow DoD to concentrate its efforts on developing the most effective, highly qualified, and motivated officer corps.

Single Promotion System

The adoption of a single promotion system by each Service would replace the dual temporary/permanent systems presently in effect. Present law provides for a two-step promotion system—temporary promotions are administered within the ceilings of the Officer Grade Limitation Act of 1954, while permanent promotions are made under the permanent regular limits prescribed by the Officer Personnel Act of 1947. In the Army and Air

Interacting Variables of the Basic Elements of the Officer Management System

ANNUAL PROCUREMENT—The number of officers who are taken into the system each year to maintain a force of given size.

NORMAL ATTRITION—The number of officers who leave the system by voluntary separation, voluntary retirement, disability or death.

FORCED ATTRITION—The number of officers who leave the system by involuntary separation or involuntary retirement.

PROMOTION TIMING—The normal year of commissioned service during which the greatest number of officers are promoted to each grade.

PROMOTION OPPORTUNITY—The cumulative opportunity for advancement for those who have competed for promotion to the next higher grade.

GRADE DISTRIBUTION—The number of officers in each of the various grades.

Chart 1

Force, the law and policy provide for two separate selections, one for temporary ("insignia-change") promotion and a second for permanent ("regular") promotion which governs length-of-service expectation. In the Navy and Marine Corps, law and policy provide for a single selection for advancement to both temporary grade and permanent grade with promotion taking place as vacancies occur under the respective statutory limitations. Under this system, the single selection and temporary promotion govern length-of-service expectation.

The existing systems are archaic and administratively cumbersome for promotion to grades below brigadier general or rear admiral. For example, there is no need for Army and Air Force officers to undergo two separate selections for promotion to a given grade. DOPMA provides for only one promotion system for each Service, with promotion on a permanent basis as vacancies occur under a single set of statutory grade limitations.

In general, the proposed grade authorizations have been developed to provide for normal operation of the promotion systems within promotion timing guidelines and with minimum promotion opportunities as seen in Chart 2.

| Time of Promotion (Years of Commissioned Service) | | Promotion Opportunity |
|--|-------------|-----------------------|
| Grade | | Fully Qualified |
| To First Lieutenant/ Lieutenant (j.g.) | 2 | 95% |
| To Captain/Lieutenant | 4 | 80% |
| To Major/Lieutenant Commander | 10 ± 1 year | 70% |
| To Lieutenant Colonel/ Commander | 16 ± 1 year | 50% |
| To Colonel/Captain | 22 ± 1 year | |

Chart 2

The combined impact of the promotion phase points and promotion opportunities portrayed in Chart 2 is shown in Chart 3 for 100 career officers.

| Commissioned Service in Years | Grade Achieved | Numbers |
|-------------------------------|------------------------------------|---------|
| 0 | Second Lieutenant/Ensign | 100 |
| 2 | First Lieutenant/Lieutenant (j.g.) | 96 |
| 4 | Captain/Lieutenant | 87 |
| 10 | Major/Lieutenant Commander | 65 |
| 16 | Lieutenant Colonel/Commander | 41 |
| 22 | Colonel/Captain | 18 |

Chart 3

The progressively decreasing number of officers shown in Chart 3 is attributed to a combination of normal attrition due to death and disability and the forced attrition due to failure of selection with the latter playing the major role. This does not mean that 18 out of every 100 officers entering Service will be promoted eventually to colonel because voluntary separations and retirements that would occur have not been considered.

Promotion timing and promotion opportunity assumed for designing the grade tables have been limited by the practical consideration of both the historical results of the annual authorization/appropriation process and existing OGLA levels. Incorporation of better promotion opportunity in designing the tables would have been desirable; however, the constraints were such that the Department could not assure higher opportunities than these minimums in the future.

Uniform Career Service Expectation

Existing law provides for the mandatory separation or retirement of regular officers after specified periods of commissioned service depending upon the grade attained. These periods of service for Army and Air Force officers are different from those of Navy and Marine Corps officers. For example, a Navy lieutenant commander or Marine Corps major who has twice failed selection for promotion to commander or lieutenant colonel respectively is involuntarily retired after 20 years of commissioned service; an Army or Air Force major who has likewise twice failed selection for promotion to the permanent grade of lieutenant colonel is not involuntarily retired until he completes 21 years of commissioned service. A Navy commander or Marine Corps lieutenant colonel who has twice failed selection for promotion to captain or colonel respectively is involuntarily retired after 26 years of commissioned service; an Army or Air Force lieutenant colonel who has likewise failed selection for promotion to the permanent grade of colonel is not involuntarily retired until he completes 28 years of commissioned service. These differences are unwarranted.

DOPMA will provide for clearly defined and uniform career service expectation across the Services. Officers in the grades of major or lieutenant commander and below who twice fail selection to the next higher grade will be subject to involuntary separation or retirement (if eligible). However, when the needs of the Service require, the Service Secretaries may convene selection boards to recommend officers in the grade of major or lieutenant commander for continuation on active duty. Officers continued, but not subsequently selected for promotion, would be retired when they become eligible. Lieutenant colonels and commanders who twice fail selection to the next higher grade will be involuntarily retired after the completion of 26 years of



commissioned service. Colonels and captains (Navy) would be involuntarily retired after the completion of 30 years of commissioned service if they have not been selected for promotion to general/flag grade.

Selection-Continuation

Authority is provided to convene continuation boards for officers in the grade of O-6 with four or more years in grade and for officers in the grade of O-5 who have twice failed selection for promotion. DOPMA requires that such continuation boards, if convened, must retain at least 70 per cent of the officers considered. Once continued, an officer would not be vulnerable to another board action for five years. Those not continued would be retired not later than the first day of the seventh calendar month after the report of the continuation board has been approved by the Service Secretary. DOPMA additionally provides that during the transition period to the new system those officers in or selected to grades O-5 and O-6 at the time of legislative enactment would be eligible for a lump-sum transition payment of \$4,000 if they were non-continued. The transition payment is to recognize the adjustment required by the shortening of their career expectation. Officers selected to the grades of O-5 and O-6 after enactment would accept the promotion with the awareness that they might face a continuation review. Accordingly, no transition payment to these officers would be authorized.

These selection continuation procedures are intended to be used sparingly and are primarily a means of reducing the numbers in grade when necessary, such as a reduction in force.

Equalized Treatment for Female Officers

With the essential objective of providing equal opportunity for women, DOPMA repeals many long-standing provisions of law which contain unwarranted distinctions with regard to female officers.

As a result, the basic provisions of DOPMA relating



to appointment, promotion, accountability, and retirement will apply equally to both male and female officers.

Special provisions of law relating to female personnel which are not changed by DOPMA are those which exclude women from aircraft engaged in combat missions or on ships other than hospital ships and transports (section 6015 and 8549, title 10, U.S. Code). These provisions are not directly related to the officer promotion management system. Any change in the statutory restrictions on women serving in combat is an important and fundamental question which should be considered as a separate matter.

CAREER EXPECTATION

(MANDATORY SEPARATION/RETIREMENT POINTS
-MAXIMUM YEARS OF COMMISSIONED SERVICE-
FOR
OFFICERS WITH REGULAR APPOINTMENTS

| | EXISTING LAW | | BILL |
|--|---------------|-------------------------|-------------------------|
| | ARMY-AIRFORCE | NAVY-MARINE CORPS | ALL SERVICES |
| COLONEL/ CAPTAIN | 30 | 30-31 | 30 |
| LIEUTENANT COLONEL/COMMANDER | 28 | 26 | 26 |
| MAJOR/LIEUTENANT COMMANDER | 21 | 20 | 20 |
| CAPTAIN/LIEUTENANT | 14 | 2 PROMOTION FAILURES | 2 PROMOTION FAILURES |
| FIRST LIEUTENANT/ LIEUTENANT JUNIOR GRADE | 7 | 2 PROMOTION FAILURES | 2 PROMOTION FAILURES |

SELECTIVE CONTINUATION PROVISIONS

| | | | |
|----------------------------------|--|---|----------|
| MAJOR/LIEUTENANT COMMANDER | <u>SEPARATED AFTER</u> 2 PROMOTION FAILURES | ... UNLESS SELECTED FOR CONTINUATION TO: | 20 YEARS |
| LIEUTENANT COLONEL/ COMMANDER | <u>ELIGIBLE AFTER</u> 2 PROMOTION FAILURES | ... AT LEAST 70% CONTINUED TO: | 26 YEARS |
| COLONEL/CAPTAIN | <u>ELIGIBLE AFTER</u> 4 YEARS IN GRADE | ... AT LEAST 70% CONTINUED TO: | 30 YEARS |

Uniform Constructive Service Credit

Constructive service credit awarded to officers being appointed in a professional specialty is a way of recognizing time invested in additional preparation beyond the bachelor degree and serves to place an officer in precedence with other officers who are his approximate age and who received their baccalaureate education contemporaneously. Present law and current administrative practices for awarding constructive service credit are inequitable and inconsistent across the Services. DOPMA provides equity and uniformity in the application of constructive service credit and eliminates its use where not appropriate.

Constructive service credit is provided for on a year-for-year basis for each year of education normally required beyond the baccalaureate level—in other words, beyond four years. For example, under the proposed criteria, constructive service credit would be four years for medicine and dentistry and three years for veterinary medicine and optometry.

As proposed, constructive service credit would be used for determining the entry grade, the position on the active-duty list, seniority in grade and time in grade for promotion eligibility, and selective continuation.

At the present time, medical and dental officers may use constructive credit to compute longevity for determining the level of basic pay and allowances. DOPMA would eliminate this practice in the future. In addition, physicians and dentists may use constructive service credit in their retired pay multiplier. The proposed legislation also eliminates this practice in the future.

Commodore Admiral Grade in the Navy

Under present law applicable to the Navy, there is only one grade for promotion purposes, rear admiral, where the other Services have two grades, brigadier general (O-7) and major general (O-8). Navy rear admirals all wear the two-star insignia of an O-8. Title 37, United States Code, divides rear admiral into two grades, rear admiral (lower half) and rear admiral (upper half) for pay purposes. Rear admiral (lower half) is paid as an O-7 and rear admiral (upper half) as an O-8. Pay-grade advancement is automatic from the lower half to the upper half when the officer enters the upper 50 per cent of the rear admiral population. DOPMA incorporates provisions creating a one-star grade in the Navy which parallels that grade in the other Services. The new O-7 grade will have the title of commodore admiral. Also provided for in the legislation is a requirement for officers to be selected to the two-star grade of rear admiral by a selection board process. Not more than 50 per cent of flag officers would be allowed in grades of rear admiral and above. These provisions are similar to those currently in effect for the other Services.

Correction of Air Force Grade Table Inconsistency

Finally, it should be noted that the existing Officer Grade Limitation Act specifies lower limitations in the grades of lieutenant colonel and colonel for the Air Force than for the similar grades in the Army and Navy. These lower limitations reflect the fact that the Air Force, when OGLA was enacted in 1954, had a relatively young officer force in terms of years of active duty. Congress recognized that, as the Air Force matured, the tables would have to be adjusted and has subsequently granted temporary relief eight times since 1959. These relief measures have allowed Air Force officers to achieve comparable promotion flow with their contemporaries in the other Services. The new grade limitations in DOPMA will correct the existing inconsistencies; however, the current temporary increase expires on Sept. 30, 1978, at which time the original Officer Grade Limitation Act takes effect. A return to permanent grade limitations would produce severe debilitating effects on Air Force career officers. The attraction and retention of younger officers to that Service would be inhibited for many years. Recognizing this situation, separate action to extend further the current Air Force temporary grade limitation authority will be necessary if the new grade limitations proposed are not enacted by the 95th Congress.

Long Term Cost Estimate

The estimate of the long-term cost impact of DOPMA assumes a stabilized officer force level and grade structure and was performed with a computer model. Using this technique the long-term consequences of a set of management policies can be examined. The two cases examined were:

- officer management under existing law, and
- officer management under DOPMA. The results of these simulations for a constant force size equivalent to that presently projected for the end of FY 1982 are seen in Chart 4.

Many interactions occur which cause the shift in costs between the two cases. For example, higher procurement costs result due to a slightly increased accession level in the DOPMA case. The increased procurement and training costs, however, are offset by reduced pay and allowances costs (because of fewer senior officers), and reduced retirement costs (because of fewer numbers of officers retiring). These kinds of interactions demonstrate the importance of the officer management system as a whole.

Chart 4

| Item | Dollars in Millions ¹ | | |
|--------------------------------|----------------------------------|----------------|---------------|
| | OGLA | DOPMA | Difference |
| Procurement and Training Costs | \$1,162 | \$1,238 | +\$ 76 |
| Pay and Allowance Costs | 4,774 | 4,720 | - 54 |
| Retirement Costs | 2,241 | 2,122 | - 119 |
| Involuntary Separation Costs | 34 | 33 | - 1 |
| Other Loss Costs | 85 | 89 | + 4 |
| Total System Cost: | \$8,296 | \$8,202 | -\$ 94 |

¹ All dollars are in annual expenditure terms, calculated in constant FY1977 dollars at rates consistent with the FY1978 President's Budget. However, because of the computer simulation technique used, totals are not directly comparable with the FY 1978 budget request. Further, because of the Steady-state technique being used, the full cost impact of DOPMA would not be obtained until after at least 20 years of operation.

TOTAL ACTIVE DUTY OFFICER STRENGTH*
1900 - 1980

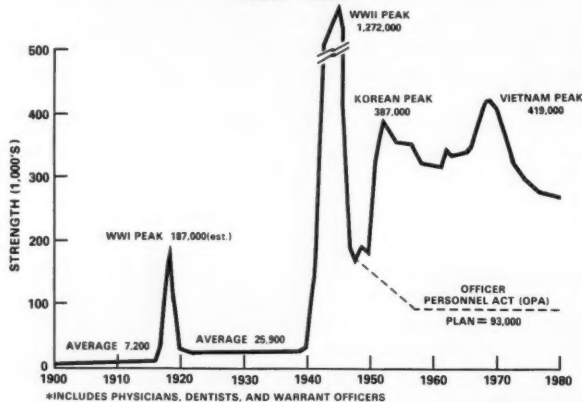
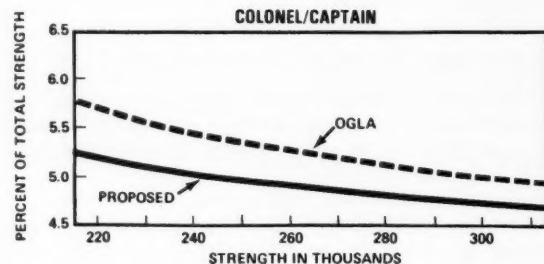
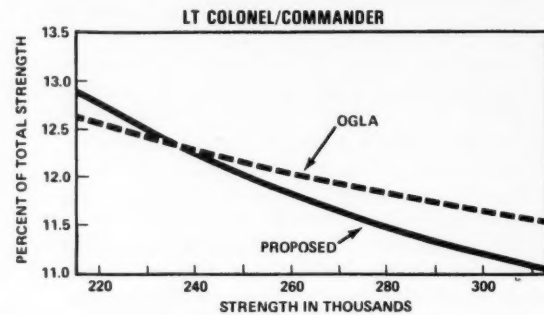
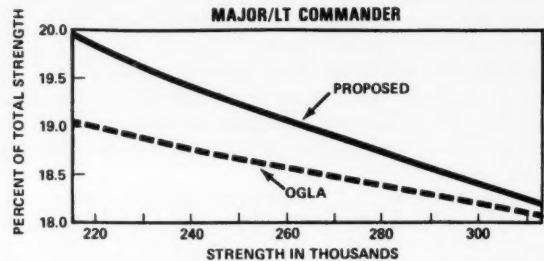
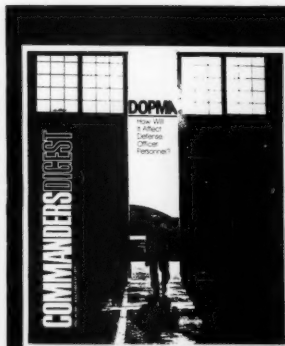


Chart 5

DEPARTMENT OF DEFENSE AGGREGATE EXISTING GRADE LIMITATIONS COMPARED TO PROPOSED GRADE TABLES



- NOTE:
- "OGLA" LINES INCLUDE USAF TEMPORARY LIMITS (P.L. 94-554)
 - "PROPOSED" LINES INCLUDE H.A.S.C. REDUCTION OF 3% IN COLONEL/CAPTAIN AND LT. COLONEL/COMMANDER



COVER: Officer looks to future with DOPMA.

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The bill provides for orderly transition to protect rights and entitlements of officers on active duty prior to enactment.

Within six months of enactment, all officers, Regular and Reserve, with exception of Reserve officers on active duty for training and administering reserve programs will be placed on a single seniority list of their respective Services. This "active duty list" determines future eligibility for promotion consideration under new system.

Transition to the all-Regular career force (officers with over 11 years of service) will be accomplished essentially over a two-year period. Within this period "active duty list" Reserve officers with over nine years service on date of enactment will be integrated into the Regular force or released. However,

What DOPMA Provides During Transition

officers serving in the grade of captain or lieutenant (Navy) who have completed seven or more years of active commissioned service may be continued on active duty as Reserve officers until they are considered to have twice failed of selection to the grade of major or lieutenant commander. The number who will be given Regular commissions during this period will depend on officer strengths authorized. Should strengths remain substantially at present levels, it is anticipated that most Reserve officers with nine to 18 years of service on the date of enactment could be augmented to Regular status. Reserve officers who have 18 years of service on enactment of DOPMA, or who attain 18 years service during the two-year transition period, will be permitted to serve as Reserves until they are eligible for retirement.

All promotions made after date of enactment will be under the new single-step promotion system. Officers serving on date of enactment in a temporary grade higher than their permanent grade will retain the higher grade under the new system. Officers recommended for promotion, but not yet promoted, prior to enactment will be considered as recommended for promotion under the new system.

New service points for mandatory retirement become effective on enactment and apply to officers according to the grade in which they are serving on the date of enactment, except Regular Army and Air Force officers serving in or selected to permanent grades of major, lieutenant colonel, or colonel. These officers will retain their statutory expectation under laws existing prior to enactment of 21, 28 and 30 years respectively. Regular Army and Air Force officers serving in or selected to the temporary grade of brigadier general or higher who held a permanent grade below brigadier general on the date of enactment will be considered to have been promoted to colonel under terms of this bill for purposes of mandatory retirement.

Service points for mandatory separation/retirement become effective on enactment for officers in all grades except that:

- Regular officers who are serving in or selected to the permanent grade of major (and not serving in a higher temporary grade) in the Army and Air Force as well as officers serving in or selected to the grade of lieutenant commander in the Navy and major in the Marine Corps on the date of enactment will not be subject to mandatory separation until they have completed 21 and 20 years of service respectively.

- Army and Air Force officers holding a permanent grade below lieutenant colonel who have received one failure of selection for promotion to the next higher permanent grade as of date of enactment will receive a second consideration within one year. If not selected at that time they will be retired or separated in accordance with laws existing prior to enactment.

A lump sum transition payment of \$4,000, in addition to retired pay, will be authorized for officers serving in or selected to the grades of lieutenant colonel/commander and colonel/captain on enactment who are subsequently selected for non-continuation and mandatorily retired.

OFFICER MANAGEMENT HISTORICAL HIGHLIGHTS

1899

Forced Retirement authorized for Navy to create promotion vacancies.

1916

Up-Or-Out Promotion System authorized for Navy based on age-in-grade (CAPT-56, CDR-50, LCDR-45).

1926

Navy Age-In-Grade System replaced by Up-Or-Out years of Service System (CAPT-35, CDR-28, LCDR-21).

1935

Voluntary Retirement authorized for Army at 15 years.

1938

Voluntary Retirement authorized for Navy at 20 years. Twice failed 0-6, 0-5, 0-4 required to retire at 30, 28, and 26 years respectively.

1941

"Removal Board" authorized to "vitalize" Regular Army.

1947

OPA-Involuntary Retirement (Army/Air Force COL-30, LTC-28, MAJ-21) (Navy/Marine Corps CAPT/COL-30, CDR/LTC-26, LCDR/MAJ-20).

1948

Voluntary Retirement of Army and Air Force officers authorized after 20 years.

STATUS IN CONGRESS...

- Passed by House of Representatives 343-4, September 13, 1976
—Action not completed in Senate.
- Reintroduced in the House as H.R. 5503 during 95th Congress
—Committee action completed September 23, 1977
—Pending floor vote in House of Representatives
- Consideration in the Senate expected after passage by the House.

WHO'S NEWS IN DEFENSE

PROMOTIONS/ REASSIGNMENTS

Lt. Gen. Kenneth B. Cooper, Deputy Commander-in-Chief, U.S. Army Europe/Seventh Army, is to become Deputy Advisor to the Secretary of Defense for NATO affairs.

Lt. Gen. Thomas M. Ryan Jr., Deputy Chief of Staff, Systems and Logistics, Headquarters, Air Force has been reassigned to Vice Commander-in-Chief, Military Airlift Command, Scott AFB, Ill.

Maj. Gen. Charles J. Simmons, Commanding General, 3d Armored Division, United States Army Europe, has been reassigned to Deputy Commander-in-Chief, U.S. Army Europe/Seventh Army, and nominated for promotion to lieutenant general.

Maj. Gen. Donald R. Keith, Commanding General, Army Field Artillery Center and Commandant, Army Field Artillery School, becomes Deputy Chief of Staff for Research, Development, and Acquisition, U.S. Army, and has been nominated for promotion to lieutenant general.

Maj. Gen. John R. Kelly, Jr., Assistant Deputy Chief of Staff, Systems and Logistics, Headquarters, U.S. Air Force, will become Deputy Chief of Staff, Systems and Logistics, Headquarters, Air Force, and has been nominated for promotion to lieutenant general.

Appointments

Ambassador R. W. Komer, special consultant to the Secretary of Defense on NATO affairs, has been appointed to the newly-created and full-time position of Adviser to the Secretary and Deputy Secretary of Defense for North Atlantic Treaty Organization (NATO) affairs.

Ambassador Komer will have the rank of Assistant Secretary of Defense, attend Armed Forces Policy Council (AFPC) meetings, and be a member of the Defense System Acquisition Review Council (DSARC).

Komer has had a long governmental career, including being Deputy Commander, U.S. Military Assistance Command, Vietnam (COMUSMACV) during the Vietnam-era.

Clifford E. McLain, 46, of Fairfax Station, Va. has been appointed Deputy Director of the Defense Civil Preparedness Agency. He is a scientist/engineer, and has been Director of the Army's Ballistic Missile Defense Program.

Retirements

Lt. Gen. Howard H. Cooksey, Deputy Chief of Staff for Research, Development, and Acquisition, U.S. Army, has been selected to be retired as lieutenant general.

RAdm Levering Smith, USN (Ret.), Director, Strategic Systems Project Office, Naval Material Command, Washington, D.C., has been nominated for appointment to vice admiral on the retired list.

